

4. 1095

AGREEMENT

between

Ewing Township Board of Education
THE BOARD OF EDUCATION, OF THE TOWNSHIP OF EWING

and

THE EWING TOWNSHIP ADMINISTRATORS' ASSOCIATION

covering the period from

X July 1, 1985 through June 30, 1986

I. Recognition

The Board of Education hereby recognizes the Administrative Staff for the purpose of collective negotiations concerning terms and conditions of employment under this Agreement with the Board for the following classifications:

School Principals
School Vice Principals
Director of Special Services (Pupil Personnel Services)
Director of Federal Funds, Adult School, etc.
Director of Athletics, H. & P.E.
10-Month Elementary Vice Principal

II. Negotiation Procedure

The parties agree to enter into collective negotiations over a successor Agreement. Such negotiations shall begin by mutual agreement on October 15 of the calendar year preceding the calendar year in which this Agreement expires. Any agreement so negotiated shall apply to all classifications recognized under this Agreement.

This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

III. Grievance Procedure

Any grievance or dispute which may arise between the parties concerning the application, meaning or interpretation of this Agreement, shall be settled in the following manner:

Step 1 - The Vice Principals, with or without a representative, shall take up the grievance or dispute with their school principal within ten (10) days of its occurrence. The school principal shall then attempt to adjust the matter and shall respond to the employee (or his/her representative) within three (3) working days.

Step 2 - If the grievance has not been settled, it shall be presented in writing by the employee (or his/her representative) to the Superintendent of Schools within three (3) working days after the School Principal's response is due. School Principals and the Directors covered hereby shall

present their grievances to the Superintendent of Schools within ten (10) days of its occurrence. The Superintendent shall respond to the grievant (or his/her representative) in writing within three (3) working days.

Step 3 - If the grievance still remains unadjusted, it shall be presented by the employee (or employee's representative) to the Board of Education in writing within three (3) days after the response to the Superintendent of Schools is due. The Board of Education shall respond in writing to the employee (or the employee's representative) within one (1) month and ten (10) days. The decision of the Board of Education shall be final and binding.

Failure at any step to communicate the decision on a grievance within the specified time limitations shall constitute acceptance of a grievance as sustained. Failure to appeal within the specified time limitations from an answer which is unsatisfactory shall be deemed to constitute an acceptance of such response as dispositive.

IV. Professional Rights

No records shall be placed in an administrator's file, without first being discussed with the administrator. The administrator shall sign the document indicating that he/she has read the item of record. The administrator shall also have the right to submit a written answer to the material and his/her answer should be reviewed by the Superintendent or his/her designee and attached to the file copy.

V. Insurance Protection

The Board shall provide health care insurance protection consisting of the New Jersey State Health Benefits Program covering the administrator and his/her family dependents where appropriate. For administrators enrolled in the various available insurance plans the Board shall pay the full premium.

In addition the Board shall offer a \$1.00 co-pay prescription drug plan with a company selected by the Board.

That effective September 1, 1982 the Board shall provide the IB Dental Plan, N. J. Dental Service Plan, Inc. covering the administrator and his/her family dependents where appropriate.

As of July 1, 1984, subject to approval by carrier, Ortho II Family Plan, orthodontic benefits for both adults and children (children covered to age 19, student-child to age 23) shall be included in the present New Jersey Dental Service Plan, Inc.

All insurance benefits shall be provided by the Board at the prevailing rate.

In no case will a person receive double coverage under any available insurance plan.

For each administrator who terminates employment with the Board, the Board shall make payment of insurance premiums to provide insurance coverage for one (1) full month beyond termination date.

VI. Sick Leave

Reimbursement for unused sick leave - Administrators who retire after completing fifteen (15) years in Ewing Township shall receive \$30.00 per day for all unused accumulated sick leave to a maximum of \$4,500.00.

VII. Salary

1. The pay schedule for all employees covered by this Agreement shall be as set forth in Appendix "A" attached hereto.
2. A new administrator must be employed prior to January 1 in order to qualify for the next highest pay level on the salary guide for the following year.

VIII. Term and Duration

This Agreement shall be in effect as of July 1, 1985 and shall continue through June 30, 1986.

Ewing Township Administrators'
Association

The Board of Education of the
Township of Ewing in the
County of Mercer

James R. Krow 10/10/85
President Date

Mary W. Schmidt 10-21-85
President Date

Ralph J. Beyer 10/10/85
Secretary Date

Dr. J. Bruce Morgan 10/21/85
Board Secretary/Business
Administrator Date

APPENDIX A
1985-1986

| Step | High School Prin. | Jr.H.S. Prin. | Dir. of Pupil Pers.Serv. | Elem. Prin. H.S. Vice Prin. Dir. Adult Ed. Dir. H&P.E. | Jr.H.S.V.P. 12 mo. | Elementary 10 Mo.VP |
|------|-------------------------|------------------|-----------------------------|---|-----------------------|------------------------|
| 0 | \$47,441. | \$45,505. | \$44,477. | \$42,155. | \$40,743 | \$36,234. |
| 1 | \$48,565 | \$46,575. | \$45,494. | \$43,118. | \$41,653. | \$37,144. |
| 2 | \$49,688. | \$47,645. | \$46,510. | \$44,081. | \$42,562. | \$38,053. |
| 3 | \$50,812. | \$48,715. | \$47,527. | \$45,044. | \$43,472. | \$38,963. |
| 4 | \$51,935. | \$49,785. | \$48,543. | \$46,007. | \$44,381. | \$39,872. |
| 5 | \$53,059. | \$50,855. | \$49,560. | \$46,970. | \$45,291. | \$40,782. |